



Algemeen
**Code of Ethics & Conduct -
Umbrella policy**

Status: Document
vrijgegeven
Nummer: ALG300E
Versie: 1
Datum vrijgave: 13 mei 2024

This is the Policy 'Code of Ethics and Conduct' of Bejo Zaden BV, Bejo Structuur BV, Bejo Finance BV and its associated Bejo companies, hereafter referred to in this text as 'Bejo'.

Bejo strives to be one of the most admired companies in the global food chain, and how we go about achieving this, matters!

This policy is one of our most important documents. It defines our corporate culture: to be honest, respectful, to have a sense of responsibility for our fellow work colleagues, the communities we work in and also the environment we use to grow our products. Our Code of Ethics and Conduct brings these values to life. All of us at Bejo are responsible for applying these ethical values every day - in everything we do. This Code is our ethical compass. It not just for employees and contractors. Operating with integrity is everyone's responsibility, so our Code applies to you if you work for us, with us, or on our behalf. Bejo strives to be a leading global corporate citizen!

This Code helps you to understand what Bejo expects from you:

- Be honest and ethical in your actions.
- Uphold our values and reputation.
- Make good decisions every day.
- Be fair and respectful to people, communities, and the environment.
- Comply with the laws, regulations and standards that apply to our Company & your country.
- Know where to go for reporting any breaches of our Code.

As employees of Bejo, each of us has as a responsibility to read and know the Code and to follow it; in addition, to knowing any other policies that apply to your job.

Officers, directors, and employees of the company must never permit their personal interests to conflict, or appear to conflict, with the interests of the company, its clients or associates. Officers, directors and employees must be particularly careful to avoid representing Bejo in any transaction with others with whom there is any outside business affiliation or relationship. Officers, directors, and employees shall avoid using their company contacts to advance their private business or personal interests at the expense of the company, its clients or associates.

No bribes, kickbacks or other similar remuneration or consideration shall be given to any person or organization in order to attract or influence business activity. Officers, directors and employees shall avoid gifts, gratuities, fees, bonuses or excessive entertainment, in order to attract or influence business activity.

Officers, directors and employees will seek to report all information accurately and honestly, and as otherwise required by applicable reporting requirements and or laws.

- Officers, directors and employees will refrain from gathering competitor intelligence by illegitimate means and refrain from acting on knowledge which has been gathered in such a manner. The officers, directors and employees of Bejo will seek to avoid exaggerating or disparaging comparisons of the products and or services and competence of their competitors.
- Officers, directors and employees will obey all Equal Employment Opportunity laws and act with respect and responsibility towards others in all of their dealings.



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- Officers, directors and employees will uphold all Health & Safety legislation including Environmental laws.
- Officers, directors and employees will remain personally balanced so that their personal life will not interfere with their ability to deliver quality products or services to the company and its clients.
- Officers, directors and employees agree to disclose unethical, dishonest, fraudulent and illegal behavior, or the violation of company policies and procedures, directly to management.
- Violation of this Code of Ethics can result in disciplinary action.

Report

Maybe you sense that something is not right at work. Maybe you saw something or heard about an act that may violate our Code, our policies or the law. If so, you have a responsibility to share your concerns by reporting right away – even if you are not sure that a Code violation has occurred – you should speak to your immediate supervisor. However, if that is not possible, you can also speak to anyone at Bejo in a leadership role or HR. If you are not comfortable with any of these options, you can always make an anonymous report.

If you have serious concerns of breaches to our Code of Conduct or a law, you may wish to use our Speeki reporting tool.

Should you wish to report any matter anonymously you can use Bejo's Speeki Portal:
<https://portal.speeki.com/> > Company code Bejo



<https://portal.speeki.com/?companyCode=BEJO>